

# Special Session

<b>Agenda Item #</b>	4
<b>Meeting Date</b>	March 19, 2007
<b>Prepared By</b>	Wayne Hobbs Deputy City Manager
<b>Approved By</b>	Barbara B. Matthews City Manager

<b>Discussion Item</b>	Ordinance implementing the Pay Scale for employees covered by the Collective Bargaining Agreement with AFSCME. The scale reflects a Market Adjustment of 3.1%, effective July 1, 2006.
<b>Background</b>	<p>The compensation plan for City staff, which was approved by Council and implemented in FY 00, provides for a Market Adjustment to be implemented on July 1, 2006 for FY 07. The Market Adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2005 Index shows an increase of 3.1%.</p> <p>The attached ordinance approves the pay scale for FY 07, retroactive to July 1, 2006 and reflect a market adjustment of 3.1%.</p>
<b>Policy</b>	Title 4, Chapter 4.04.180 through 4.04.220 of the City Code, and the Collective Bargaining Agreement between the City of Takoma Park and Local 400.
<b>Fiscal Impact</b>	Funds to implement the pay increases are included in the FY 07 Budget.
<b>Attachments</b>	Proposed Ordinance, amending the Pay Scale for Employees represented by AFSCME.
<b>Recommendation</b>	Staff recommends that the Council accept this Ordinance at first reading.
<b>Special Consideration</b>	None.

Introduced by: Councilmember

First Reading:  
Second Reading:

**ORDINANCE NO. 2007-  
An Ordinance to Adopt an FY07 Pay Plan  
for Staff Who are Covered by the AFSCME Collective Bargaining Agreement**

**WHEREAS,** the pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement is tied to the Position Classification Schedule as approved by the City Manager in accordance with Title 4, Chapter 4.04.140 through 4.04.220 of the City Code, as modified by Ordinance 1999-29 or as modified herein; AND

**WHEREAS,** the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market; AND

**WHEREAS,** the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2007; AND

**WHEREAS,** the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2005 shows an annual market increase of 3.1%.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND, THAT** the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2006 and ending June 30, 2007, and will remain in effect until amended or repealed by the Council.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2007 by roll-call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

**EMPLOYEE PAY SCALE - FY 07****Ordinance No. 2007 -****Staff who are covered by the Collective  
Bargaining Agreement with AFSCME****3.1% Market Adjustment Effective July 1, 2006**

<b>GRADE</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>Mkt Point</b>	<b>Maximum</b>
21	Annual Hourly	\$25,667 \$12.34	\$26,437 \$12.71	\$27,230 \$13.09	\$28,047 \$13.48	\$28,888 \$13.89	\$39,013 \$18.76
22	Annual Hourly	\$27,207 \$13.08	\$28,023 \$13.47	\$28,864 \$13.88	\$29,730 \$14.29	\$30,621 \$14.72	\$41,354 \$19.88
23	Annual Hourly	\$28,839 \$13.86	\$29,704 \$14.28	\$30,595 \$14.71	\$31,513 \$15.15	\$32,459 \$15.61	\$43,836 \$21.07
24	Annual Hourly	\$30,570 \$14.70	\$31,487 \$15.14	\$32,431 \$15.59	\$33,404 \$16.06	\$34,406 \$16.54	\$46,466 \$22.34
25	Annual Hourly	\$32,404 \$15.58	\$33,376 \$16.05	\$34,377 \$16.53	\$35,408 \$17.02	\$36,471 \$17.53	\$49,254 \$23.68
26	Annual Hourly	\$34,348 \$16.51	\$35,378 \$17.01	\$36,440 \$17.52	\$37,533 \$18.04	\$38,659 \$18.59	\$52,209 \$25.10
27	Annual Hourly	\$36,409 \$17.50	\$37,501 \$18.03	\$38,626 \$18.57	\$39,785 \$19.13	\$40,978 \$19.70	\$55,341 \$26.61
28	Annual Hourly	\$40,050 \$19.25	\$41,251 \$19.83	\$42,489 \$20.43	\$43,763 \$21.04	\$45,076 \$21.67	\$60,875 \$29.27
29	Annual Hourly	\$44,055 \$21.18	\$45,376 \$21.82	\$46,738 \$22.47	\$48,140 \$23.14	\$49,584 \$23.84	\$66,963 \$32.19
30	Annual Hourly	\$50,663 \$24.36	\$52,183 \$25.09	\$53,748 \$25.84	\$55,361 \$26.62	\$57,021 \$27.41	\$77,007 \$37.02
31	Annual Hourly	\$58,262 \$28.01	\$60,010 \$28.85	\$61,810 \$29.72	\$63,665 \$30.61	\$65,575 \$31.53	\$88,559 \$42.58